

Comparisons of Job Characteristics

Focus Occupation: [Paralegals and Legal Assistants \(23-2011\)](#)

Associated Occupation: [Arbitrators, Mediators, and Conciliators \(23-1022\)](#)

[Compare Knowledge](#)

[Compare Skills](#)

[Compare Abilities](#)

[Compare Detailed Work Activities](#)

[Compare Tools and Technologies](#)

<<	Focus occupation element is much lower
<	Focus occupation element is lower
0	Focus occupation element is at a similar level
>	Focus occupation element is at a higher level
>>	Focus occupation element is at a much higher level

Knowledge

Similarity of Focus Occupation to Associated Occupation: 71

Focus Occupation: Paralegals and Legal Assistants (23-2011)

Associated Occupation: Arbitrators, Mediators, and Conciliators (23-1022)

Associated Occupation's Key Knowledge Elements	Average Rating, All Occupations	Associated Occupation's Rating	Focus Occupation's Rating	Evaluation of Focus Occupation
Customer and Personal Service	11.3	16.6	9.3	<< Extensive education and/or training may be required
English Language	11.2	16.6	18.4	> Current knowledge level is likely sufficient
Law and Government	5.9	15.0	17.0	> Current knowledge level is likely sufficient
Psychology	6.4	13.3	5.2	<< Extensive education and/or training may be required
Personnel and Human Resources	5.6	13.2	3.6	<< Extensive education and/or training may be required
Sociology and Anthropology	4.1	12.7	1.8	<< Extensive education and/or training may be required
Therapy and Counseling	3.8	8.6	3.7	<< Extensive education and/or training may be required
Philosophy and Theology	3.2	7.0	1.5	<< Extensive education and/or training may be required

The maximum possible rating is 25.

Source: Alaska Department of Labor and Workforce Development, Research and Analysis Section analysis of O*NET (Occupation Information Network) data.

Skills

Similarity of Focus Occupation to Associated Occupation: 87

Focus Occupation: Paralegals and Legal Assistants (23-2011)

Associated Occupation: Arbitrators, Mediators, and Conciliators (23-1022)

Associated Occupation's Key Skills Elements	Average Rating, All Occupations	Associated Occupation's Rating	Focus Occupation's Rating	Evaluation of Focus Occupation
Negotiation	6.8	17.9	6.2	<< Extensive development of skills in this area may be required
Active Listening	11.0	17.0	12.2	<< Extensive development of skills in this area may be required

Speaking	10.8	15.9	11.2	<<	Extensive development of skills in this area may be required
Critical Thinking	10.8	14.3	9.6	<<	Extensive development of skills in this area may be required
Persuasion	7.4	14.2	7.1	<<	Extensive development of skills in this area may be required
Judgment and Decision Making	9.4	12.7	8.0	<<	Extensive development of skills in this area may be required
Social Perceptiveness	9.1	12.7	8.1	<<	Extensive development of skills in this area may be required

The maximum possible rating is 25.

Source: Alaska Department of Labor and Workforce Development, Research and Analysis Section analysis of O*NET (Occupation Information Network) data.

Abilities		Similarity of Focus Occupation to Associated Occupation: 95			
Focus Occupation: Paralegals and Legal Assistants (23-2011) Associated Occupation: Arbitrators, Mediators, and Conciliators (23-1022)					
Associated Occupation's Key Abilities Elements	Average Rating, All Occupations	Associated Occupation's Rating	Focus Occupation's Rating	Evaluation of Focus Occupation	
Oral Expression	12.4	15.6	14.4	0	Current ability level may be sufficient
Oral Comprehension	12.5	14.8	14.4	0	Current ability level may be sufficient
Written Comprehension	11.0	14.4	14.4	0	Current ability level may be sufficient
Written Expression	9.8	14.4	13.0	<	Some improvement in abilities may be required
Speech Clarity	10.2	13.0	10.7	<	Some improvement in abilities may be required
Deductive Reasoning	10.6	12.9	10.2	<	Some improvement in abilities may be required
Inductive Reasoning	10.2	12.7	9.6	<<	Extensive improvement in abilities may be required
Near Vision	11.1	12.6	12.8	0	Current ability level may be sufficient

The maximum possible rating is 25.

Source: Alaska Department of Labor and Workforce Development, Research and Analysis Section analysis of O*NET (Occupation Information Network) data.

Activities that Both Occupations Have in Common		Similarity of Focus Occupation to Associated Occupation: 89
Focus Occupation: Paralegals and Legal Assistants (23-2011) Associated Occupation: Arbitrators, Mediators, and Conciliators (23-1022)		
Work Activities	Exclusivity of Activity	
Analyze existing evidence or facts	69	
Analyze legal questions	85	
Communicate technical information	4	
Follow rules of evidence procedures in legal setting	84	
Make presentations	13	
Mediate or arbitrate disputes	87	

Organize legal information or records	80
Understand legal terminology	81
Use interviewing procedures	23
Use knowledge of legal procedural rules	85
Write legal correspondence	85
Write legal documents	85

Not all positions in these occupations will necessarily perform all of the listed activities. The exclusivity rating is an indication of how unique the activity is amongst all occupations. The maximum rating is 100. High scores indicate that only a small number of occupations engage in that activity.

Source: Alaska Department of Labor and Workforce Development, Research and Analysis Section analysis of O*NET (Occupation Information Network) data.

Tools and Technologies that Both Occupations Have in Common

Similarity of Focus
Occupation to Associated
Occupation: 93

Focus Occupation: Paralegals and Legal Assistants (23-2011)

Associated Occupation: Arbitrators, Mediators, and Conciliators (23-1022)

Tools and Technologies	Exclusivity
Computer data input devices	2
Computers	1
Content authoring and editing software	1
Data management and query software	1
Duplicating machines	6
Information exchange software	1
Network applications software	1

Not all positions in these occupations will necessarily use all of the listed tools and technologies. The exclusivity rating is an indication of how unique the tool or technology is amongst all occupations. The maximum rating is 100. High scores indicate that only a small number of occupations use that tool or technology.

Source: Alaska Department of Labor and Workforce Development, Research and Analysis Section analysis of O*NET (Occupation Information Network) data.